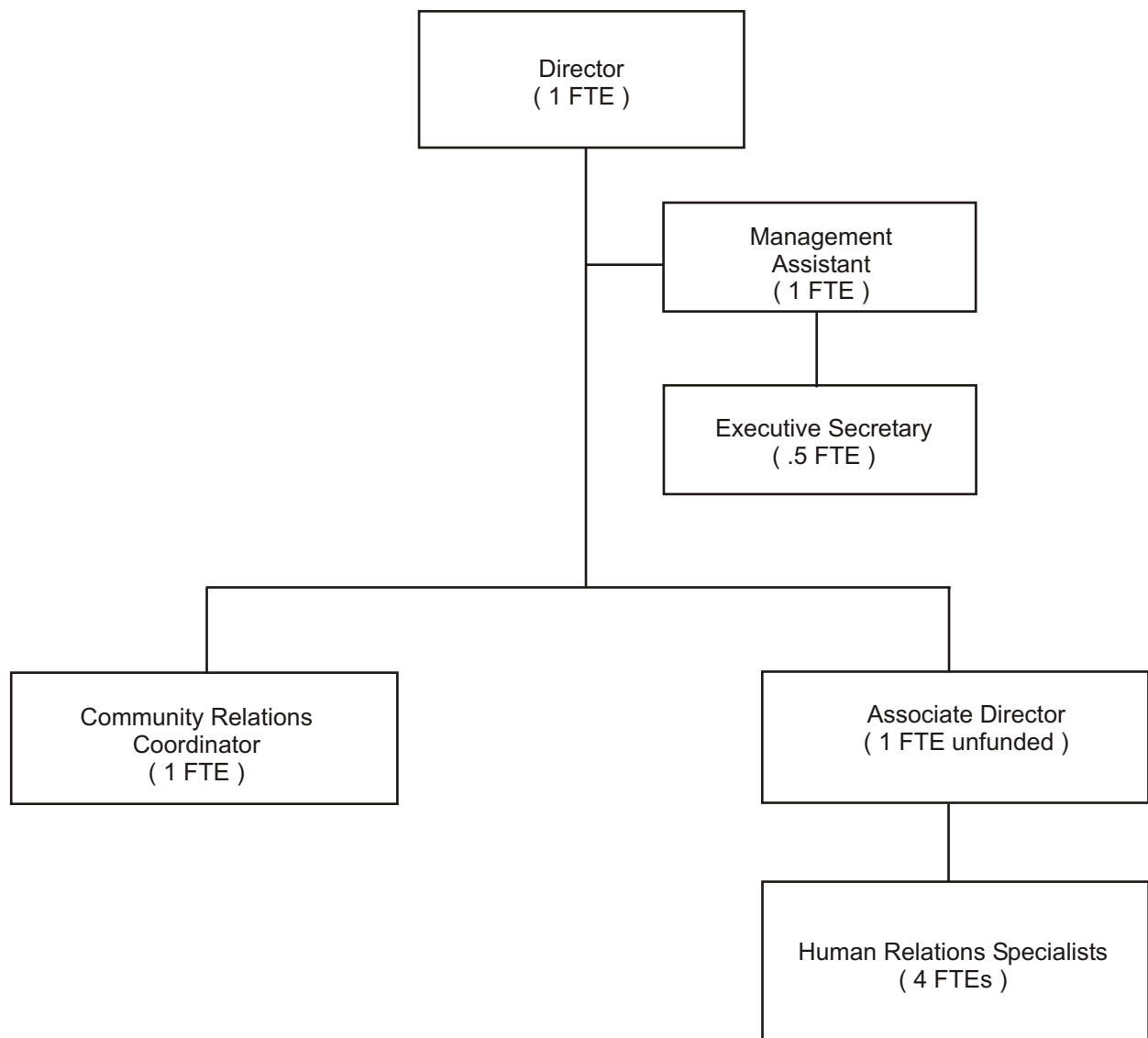




Human Relations

(8.5 FTEs)



HUMAN RELATIONS

Mission:

To improve race/human relations in the City by working toward the elimination of discrimination in the areas of employment, housing and public accommodations.

PROGRAM DESCRIPTIONS

Human Relations**Non Grant \$369,091****6.5 FTEs****Grants \$158,993****2 FTEs**

The function of this department focuses on three areas in addressing Human Relations' issues within the City of Durham. These areas proactively address reducing inappropriate behaviors.

Compliance is responsible for processing complaints of alleged discrimination in the areas of employment, housing and public accommodations. This program enforces the City's Employment and Public Accommodations and Fair Housing Ordinances. These ordinances are equivalent to the corresponding federal civil rights laws which enables the Department to contract with the U.S. Equal Employment Opportunity Commission and the U.S. Department of Housing and Urban Development; and as a result, receive federal funding for processing employment and housing complaints.

Community Relations deals primarily with efforts to enhance racial and cultural relations to create a greater level of harmony in the community. The Department seeks out and addresses community-related issues and problems and utilizes the media to promote/generate a message to the community that good human relations are beneficial from a social and economic perspective.

Compliance

Education and Training provides relevant information/training to employers, housing industry representatives, City employees and residents concerning their rights and responsibilities under the City's Employment and Public Accommodations and Fair Housing Ordinances and their related civil rights laws that are enforced by the Department.

RESOURCE ALLOCATION

	Actual FY2001-02	Adopted FY2002-03	Estimated FY2002-03	Adopted FY2003-04	Change
<i>Non Grant</i>					
Appropriations					
Personal Services	\$ 340,708	\$ 516,290	\$ 428,887	\$ 348,469	-32.5%
Operating	99,000	58,466	29,887	20,622	-64.7%
Capital					
Total Appropriations	\$ 439,708	\$ 574,756	\$ 458,774	\$ 369,091	-35.8%
Full Time Equivalents	6	6	6	6	-
Part Time	-	1	1	1	-
Revenues					
Discretionary	\$ 439,708	\$ 367,941	\$ 297,509	\$ 369,091	0.3%
Program	-	206,815	161,265	-	-100.0%
Total Revenues	\$ 439,708	\$ 574,756	\$ 458,774	\$ 369,091	-35.8%
<i>Grants</i>					
Appropriations					
Personal Services	\$ 81,963	\$ 116,959	\$ 70,800	\$ 113,993	-2.5%
Operating	56,084		28,670	45,000	-
Capital	(2,209)				
Total Appropriations	\$ 135,838	\$ 116,959	\$ 99,470	\$ 158,993	35.9%
Full Time Equivalents	3	3	3	2	(1)
Part Time	-	-	-	-	-
Revenues					
Discretionary	\$ -	\$ -	\$ -	\$ -	-
Program	135,838	116,959	99,470	158,993	35.9%
Total Revenues	\$ 135,838	\$ 116,959	\$ 99,470	\$ 158,993	35.9%
Total Budget	\$ 575,546	\$ 574,756	\$ 458,774	\$ 528,084	-8.1%

BUDGET ISSUES FOR FY2003-04

- The Human Relations Department will decrease its case processing time.
- In-service training will be conducted at least twice monthly during compliance meetings to measure comprehension of employment and housing case law.
- Revenue projections for EEOC/HUD Grants are reduced based on declining caseload and unrealized case processing from previous year.

UNFUNDED ITEMS

- The Associate Director position is not funded.
- The Human Relations Forum \$5,000
- The EEOC Conference \$2,500
- The Human Relations Week/Month \$15,000

INITIATIVES COMPLETED FOR FY2002-03

- Human Relations Week/Month Celebration
- Sexual Harassment Awareness Workshops
- Spanish Speaking Radio Program
- Enhancing Human Relations in Schools
- Human Relations Forum with Fair Housing Component
- Youth Perspectives on Race Relations
- Fair Housing Conference
- Domestic Violence Forum
- City of Durham Hispanic/Latino Outreach Efforts

DEPARTMENTAL INITIATIVES FOR FY2003-04

- Fair Housing Conference
- Sexual Harassment Awareness Workshop Program
- Spanish Language Radio Show (will be submitted as a HUD Partnership Initiative)
- Human Relations and Diversity training to all the members of the Durham Police Department
- Fair Housing training for residents and housing industry representatives

GOALS, OBJECTIVES & STRATEGIES FOR FY2003-04

Compliance

GOAL: *To ensure that the citizens of Durham have equal access to jobs, housing and public accommodations by eliminating discrimination and discouraging unfair practices.*

OBJECTIVE: To continue to process formal discrimination complaints in a timely manner as mandated by the ordinances the department enforces.

STRATEGY: To continue to train the Compliance staff and to monitor the caseloads/processing times closely.

MEASURE:	Actual FY 2002	Adopted FY 2003	Estimated FY 2003	Adopted FY 2004
Number of days to process a case on an average	90	87	87	87

Community Relations

GOAL: *To enhance the residents of Durham's understanding of diversity relating to race and cultural relations by planning and conducting community-based programs and disseminating information.*

OBJECTIVE: To increase resident's participation in the year-round activities and programs organized by the Department by 15%.

STRATEGY: To work with community groups, businesses, governmental agencies, schools and other groups to develop and promote the activities or programs.

MEASURE:	Actual FY 2002	Adopted FY 2003	Estimated FY 2003	Adopted FY 2004
% increase of people attending the events in total	15%	17%	17%	20%

Education and Training

GOAL: *To provide education and training to employees, citizens and housing industry representatives about specific civil rights law issues.*

OBJECTIVE: To increase the percentage of employees educated and trained on Sexual Harassment Awareness by 14.3%.

STRATEGY: To educate and train 408 City Employees on Sexual Harassment Awareness. Conducting 24 workshops with an average of 17 employees per workshop.

MEASURE:	Actual FY 2002	Adopted FY 2003	Estimated FY 2003	Adopted FY 2004
# of training participants	400	408	408	408

OBJECTIVE: To maintain the number of City of Durham housing representatives participating in Fair Housing Awareness Training.

STRATEGY: To educate and train 950 citizens and housing industry representatives regarding Fair Housing Laws. Conduct 36 Fair Housing Law Sessions.

MEASURE:	Actual FY 2002	Adopted FY 2003	Estimated FY 2003	Adopted FY 2004
# of participants	940	950	950	950